E/ECA/ATRCW/BP.107

Bibliography Series No. 9

UNITED NATIONS

WOMEN AND DEVELOPMENT IN ZIMBABWE:

AN ANNOTATED BIBLIOGRAPHY

UNITED NATIONS
Economic Commission for Africa
Addis Ababa
1984

E/ECA/ATRCW/83/07

WOMEN AND DEVELOPMENT IN ZIMBABWE:

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African Training and Research Centre for Women

Bibliography Series no. 9

FOREWARD

The present annotated bibliography is number 9 in the series of bibliographies produced by the African Training and Research Centre for Women (ATRCW) of the Economic Commission for Africa. Other bibliographies in the series have included an Africa regional bibliography, bibliographies on specialized topics related to women and development and country bibliographies.

The annotated bibliography on women and development in Zimbabwe is the work of Ms. Olivia Muchena as a consultant to the Economic Commission for Africa.

More information on the bibliography series as well as on other publications of the ATRCW is available by writing to:

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INTRODUCTION

1. Background

The concept of women in development has been defined in earlier bibliographies published in this series by the African Training and Research Centre for Women of the Economic Commission for Africa. The essential argument is perhaps that the particular historical development provides the framework for analysing the situation of women in given countries. Two considerations make this statement particularly relevant in the case of Zimbabwe.

First, the experiences of African nations with colonialism or foreign occupation were quite distinct in the case of each country. Materials on women in pre-independent Zimbabwe leave definite impressions of a colonial era marked by the racial division of society. The duality is most apparent in the language used at the time: the words African and European assume racist connotations that are not implied in the context of other countries of the continent with the exception, perhaps, of South Africa. Secondly, the research generated in the first five years of the United Nations Decade for Women in Development largely ignored Zimbabwe: not only was the country waging a war of liberation, but the isolation of fifteen years of Unilateral Declaration of Independence (UDI) excluded it from the international debate on women's issues. The paucity of literature on women in development in Zimbabwe attests to the fact.

The literature on women in Zimbabwe can roughly be classified under three historical periods, each with its own characteristics. The first begins around 1890 and ends at the time of the Federation of Rhodesia and Nyasaland. The writers are for the most part white women settlers who describe their impressions of the early pioneer days. Their works which include an occasional reference to the native women and to the need to upgrade her life appear in women's magazines such as Home and Country and Illustrated Life in Rhodesia. The materials, now located at the National Archives in Harare 1/ give some insight on perceptions of black and white women at the height of the colonial era.

This period also produced some anthropological studies which describe various aspects of the position of African women as recorded for researchers by Native Commissioners, early missionaries and male African informants. Early Southern Rhodesia Native Affairs Department Annual (NADA) publications at the University of Zimbabwe and the National Archives belong to this category.

The years between the establishment of the Federation and independence mark the second period of literature on Zimbabwe. Anthropologists and other writers pay more attention to women, in particular to the socio-legal aspects of their position in society and to their socio-economic role.

1/ Harare has been the capital of Zimbabwe since 1982: it was previously named Salisbury.

The third historical period of literature on women is ushered in by political independence. An unprecedented public debate on the question of women's emancipation begins to appear in the audio, print and visual media and at rallies and other gatherings. It seems to have been generated by factors including the role of women in the liberation struggle, the government's socialist and egalitarian policy and a leadership committed to the achievement of equality between men and women. The debate can be qualified as emotive rather than analytical, with the conservative elements of society accusing supporters of equality between the sexes of representing an elite of western-educated women importing unafrican and threatening ideas. The proponents on the other hand, most of them women, encouraged by government measures such as paid maternity leave, equal pay for equal work, the establishment of the Ministry of Community Development and Women's Affairs and the Age of Majority Act, are speaking more boldly than ever before. The struggle for women's emancipation as illustrated by the public debate is, however, still in its early stages and contradictions abound at many levels in this aspiring socialist state.

2. Objectives

The bibliography, compiled for the African Training and Research Centre for Women by Olivia N. Muchena, lists writings on women in development in Zimbabwe. Its objectives are to provide information on sources for literature on women in development in Zimbabwe and to stimulate further research and writing on women's issues that have received insufficient coverage to date, for instance women and politics.

Given the dearth of literature on the subject, anthropological and other materials are included which may not have appeared had the bibliography strictly adhered to the precedence in the series. Furthermore a sample of the media coverage on the debate surrounding the women's issue is provided.

3. Structure

Entries are categorised by subject area and listed in alphabetical order. (Articles in the first section "Women and the press", however, are listed chronologically.) Each subject is outlined below, giving a summary of the emerging themes.

I. Women in the press

A sample of newspaper coverage of women's issues for the period January 1980 - December 1982 illustrates the arguments favouring and disputing women's emancipation in Zimbabwe within the context of the Shona and Ndebele cultural backgrounds and the new social order. The section is set at the beginning of the bibliography to highlight the present day realities of women and development in Zimbabwe. The entries are but a sample of what has appeared in The Herald and Sunday Mail, Zimbabwe's two main papers. It would have been virtually impossible to include every article on women in every existing weekly.

II. Women in Zimbabwe: an overview

Entries in this section provide a broad anthropological and sociological understanding of the situation of women in Zimbabwe.

III. Socio-economic (rural)

The section highlights the themes of women's exploitation by policies that limit access to land and by a dual capitalist economy which is subsidized by female peasant cultivators. Various facets of the role of women in agriculture are explored, and the constraints they face are discussed.

IV. Socio-economic (urban)

Themes include the dependence of women on men and legal inequities that sometimes lead to prostitution. Activities in the informal sectors of the economy emerge very clearly, as do the effects of urbanisation and the breakdown of the extended African family on women.

V. Women and the law

The legal status of women preoccupies many writers and is also a popular topic for debate in the press. Application of customary law in cases of inheritance, property rights and custody of children are the most highly discussed aspects of the legal position of women.

VI. Women's organisations

The section discusses clubs and other women's organisations, which, in Zimbabwe, have a long history, dating back to early colonial days: welfare objectives apparently designed to domesticate black women, continue to be sought, despite efforts by some writers to re-define the actual economic and educational priorities of women.

VII. Education

Lack of education, the type of education offered to women through non-formal training, the thirst for basic adult education including instruction in marketable skills are some of the salient features of the section.

VIII. Health

Very little has been written on the topic but interesting research is currently underway on nutrition and traditional medical practices by women.

IX. Women and politics

Despite the involvement of women in the struggle for liberation, there is little literature on this subject. Limited participation in the public sector is explained in terms of traditional and often negative perceptions women have of themselves, male domination, family demands and lack of formal basic education.

X. Women and religion

Religion emerges both as a tool for oppressing women and as a vehicle for self-expression and leadership development through the highly organised church women's groups.

4. Sources and limitations

Compiling a bibliography is an on-going exercise. This is particularly true in the case of Zimbabwe where during the period of diaspora individuals and materials were dispersed throughout the world. Most of the entries listed herein have been located in or through the National Archives, the library of the University of Zimbabwe, the School of Social Work and personal correspondence. Any omissions of relevant literature on women in Zimbabwe are accidental. References to additional material could be sent directly to the African Training and Research Centre for Women of the Economic Commission for Africa for inclusion. Finally, a number of individuals, both Zimbabwean and foreign, have or are undertaking research projects on women in development in Zimbabwe, and numerous papers have been or will be presented. These will prove valuable material in updating the bibliography.

I. WOMEN IN THE PRESS

1. A double first. Rhodesia Herald, 13 March 1980.

The appointment of Mrs. T. Nhongo as the country's first Minister of Sports makes her the first woman cabinet minister, which could create controversy. The editorial expects Mrs. Nhongo to encounter difficulties, particularly when making controversial decisions - a responsibility she will share, however, with the Cabinet. The editorial concludes that "there are times when it would be foolish for a woman to press for the last word."

2. The new breed of women in power. Rhodesia Herald, 18 March 1980.

In a letter to the editor, Mrs. O. Muchena criticises the editorial of 13 March 1980, "A double first". She considers the concluding remarks chauvinistic and questions whether a Cabinet Minister would normally take "difficult decisions without consulting relevant Ministries and Cabinet." The author also takes issue with the insinuation that Mrs. Nhongo or any woman in a position of authority "would be foolish ... to press for the last word" simply because she is a woman. A person's performance should be judged on merit and not gender. The letter concludes with a call for an end to such prejudice and warns male chauvinists that the struggle for liberation brought forth a new breed of woman who would not entertain such insults.

3. Women's status worse says U.N. Herald correspondent in Vienna. Rhodesia Herald, 1 April 1980.

The 28th session of the U.N. Commission on the Status of Women, held in Vienna, concluded that conditions of women worldwide had worsened in the first half of the United Nations Decade for Women, and that most women were still considered as second class citizens and as the weaker sex. It praised the Chinese media for showing a more positive attitude towards women than the Western media, where they were depicted as consumers, housewives and sex objects.

4. Businesswomen plan involvement in agriculture. Rhodesia Herald, 5 May 1980.

At its annual conference in Bulawayo, the Federation of Business and Professional Women of Zimbabwe resolved that the country's women must involve themselves in the problems facing food producers. The resolution was to be sent to Government for support.

5. Give the women a 'chance to shine'. Rhodesia Herald, 9 July 1980.

In preparation for the United Nations Conference for Women, Dr. Nhiwatiwa said that women should aim high and obtain equal representation with men in government. She had recently returned from

Madagascar, where she had attended a conference for African women's organisations on the role of women in the new International Economic Order and in world peace. The conference had called on governments to provide equal educational opportunities for women and had condemned apartheid in South Africa.

6. Women should claim their place. Sunday Mail, 20 July 1980.

Mrs. Banana, the wife of the President, received support in her call for the rights of women against traditionalism and for an end to discrimination. Other areas women should put in question, she noted, were their legal status and their lack of participation in the media.

7. Rally behind nurse with a purpose. The Herald, 6 August 1980.

Ms. Makwavarara, new Chairman of the Liaison Committee of National Women's Organizations, stated that women should contribute to rehabilitation and resettlement programmes. She hoped to assist war victims, especially children.

8. Women call for curb on birth rate. The Herald, 18 August 1980.

During the annual conference of the National Council, in Bulawayo, delegates resolved that the government should be urged to impose curbs on population growth. They made note of the problems caused by increased population, such as difficulties in providing educational facilities for children.

9. Women's groups must meet economic needs of black women. The Herald, 26 August 1980.

Mrs. Olivia Muchena, research fellow at the University of Zimbabwe, reports observations on the needs, achievements and potential of women's organisations. Though they do have a role to play in the country's development, they generally fall short of the economic and educational aspirations of women and are consequently criticised for their lack of dynamic and relevant responses to needs. Another comment covers the organisations' absence of out-reach activities: as a result, the women who most need self-help projects are neither aware of existing resources nor involved in group action. A recommendation of Mrs. Muchena's is that women's organisations develop additional training projects aimed at transfer of income-generating skills.

10. Facing the challenge of male prejudice. The Herald, 26 August 1980.

In an interview, Mrs. Muchena said women's organisations had been limited in potential and size by male prejudice, ridicule and hostility. The apathy among members could be traced to male domination, racial discrimination and colonial church teachings. But the problems, she stated, were not insurmountable and should be overcome in order for women's organisations to achieve their potential.

11. Grants to aid black women. The Herald, 9 October 1980.

The article discusses the New York Carnegie Corporation's 1979 donation of $50,000 in grants to the Zimbabwe Women's Bureau and the Centre for Inter-Racial Studies at the University of Zimbabwe. The funds would support projects addressing social and economic concerns of urban black Zimbabwean women and would also be used to organise a national meeting on women's needs.

12. Prime Minister's wife on equal rights. Sunday Mail, 19 October 1980.

Addressing the Zimbabwe Women's Conference in Salisbury, Mrs. Sally Mugabe commented that women who represent one half of the world's population and one third of the official labour force, only received one tenth of world earnings because of sexual discrimination. She also talked of the success of the United Nations Decade for Women Conference which she had attended in Copenhagen and, finally, mentioned the government's responsibility to end sex discrimination, raise the status of women and ensure that they gain equal rights.

13. Women getting out of hand. Sunday Mail, 26 October 1980.

Gill Waddacor, Sunday Mail reporter, warns against radical moves in the liberation of women! changes in the status of women in Zimbabwe as suggested at the Zimbabwe Women's Conference in Salisbury could be ridiculed. The author questions whether men could take up menial duties normally done by women, such as domestic work and child care.

14. Sally Mugabe on U.N. grants to women. Sunday Mail, 9 November 1980.

In her capacity as Chairman of the Southern Africa Women's Organisation, Mrs. Sally Mugabe spoke to a meeting of the Zimbabwe Women's Association, where she called on women to take advantage of grants made available under a United Nations resolution on the International Decade for Women: these funds would help them to participate more actively in the development of Zimbabwe. At the same meeting, Mrs. Mugabe also discussed the problems of demobilised women, outlining some of the government's aid programmes such as adult literacy campaigns.

15. New awards idea for Olivia. The Herald, 14 November 1980.

The Zimbabwe Association of University Women awarded Mrs. Olivia Muchena, its newly created Pfumvudza Award for her detailed study of the socio-economic characteristics of Zimbabwe's urban women. The report was described as useful to women's groups in programme planning.

16. Ban bars, says Deputy Minister. The Herald, 5 December 1980.

Dr. Nhiwatiwa, Deputy Minister of Posts and Telecommunications, stated that beer halls should be closed to curb permissiveness among Zimbabwean men. However, men's drinking habits had helped to uncover the manpower potential of women in Zimbabwe. The Deputy Minister also analysed plans for the creation of an apolitical Zimbabwe Women's Organisation to provide leadership and direction to the women's struggle.

17. Zimbabwe women's groups pledge support for new Minister. The Herald, 15 January 1981.

The formation of a new Ministry of Community Development and Women's Affairs was, in the words of Dr. Nhiwatiwa, Chairman of the Zimbabwe Women's Organization (ZWO), an affirmation of the government's commitment to the role of women in development and an encouragement for women to participate in these activities. Establishment of the new ministry, which was expected to assume the duties of the ZWO, was welcomed by leaders of other women's organisations.

18. Learning the skills that keep the home happy. The Herald, 21 January 1981.

Twenty-one women representing all parts of the country completed a training course organized by the National Federation of Women's Institutes of Zimbabwe. The programme trained demonstrators for the organization's country-wide network of homecraft clubs.

19. Expanding the vital role of women. Sunday Mail, 25 January 1981.

In describing the establishment of the Zimbabwe National Women's Organization (ZNWO), Dr. Nhiwatiwa commented that people frequently misinterpret the meaning of the word culture which, when defined as a by-product of a society's experiences, ought to evolve at the same pace as the society itself. In her opinion, African culture does not condone the oppression of women; those who consider that it does do not appreciate its meaning. She explained that the ZNWO intended to consolidate and co-ordinate the work of all women's organisations in the country, so as to help them to achieve desired ends. A second objective of ZNWO was to assist in the development of the country and in the establishment of a socialist state. The ZNWO was differentiated from western women's liberation movements because it found its roots in the cultural background and ideology of Zimbabwe.

20. Confidence the key to women's future hopes. The Herald, 6 March 1981.

An interview with the Minister and Deputy Minister of Community Development and Women's Affairs indicates that self-confidence would help women in Zimbabwe in their battle for equality both women in the interview are portrayed as having achieved success through self-confidence in their abilities.

Through their work at the inistry they are determined to see women achieve their potential in development but recognize, however, that a number of constraints, including tradition and customs, must be overcome. A final comment is that since women participated as partners of men in the struggle for liberation, they should remain equals in enjoying the fruits of the struggle.

21. Free your wives - Prime Minister. The Herald, 16 March 1981.

Speaking at a political rally in Kariba, the Prime Minister, Mr. Mugabe, condemned husbands who discouraged their wives from taking part in women's activities and called for an end to this form of oppression. The women's movement would strengthen the government's actions to emancipate women. He added that women's clubs had helped women to raise families.

22. Education needed as women play major role in life says Nhongo. The Herald, 28 March 1981.

Presenting certificates in home economics in Umtali, Mrs. Nhongo, Minister of Community Development and Women's Affairs, said that women who played a major role in the family were entitled to education. The government would encourage them to help themselves.

23. Zimbabwe's top women make equal rights their objective. The Herald, 17 April 1981.

The article assesses the Government of Zimbabwe's major achievements for women in its first year of independence. The establishment of a Ministry of Community Development and Women's Affairs is seen as a major accomplishment: its Minister and Deputy Minister are praised for their efforts, as are the wives of the President and the Prime Minister for their work in the field of women's rights. The article does call, however, for the appointment of additional women to senior decision-making positions.

The article includes a brief discussion of a 1980 socio-economic survey of urban women conducted by O. Muchena.

Other government achievements in the area of Women's rights are listed. They include: the Zimbabwe Adult Literacy Organization, which aims at eradicating illiteracy in the country (a high percentage of illiterates are women); commission inquiries into the conditions of domestic workers; efforts of female social workers in rehabilitating psychiatric patients; the appointment of a woman, Mrs. Angelo Kamba, as Director of the National Archives; and the triumph of the Zimbabwe women's hockey team at the Olympics, as well as successes among other female sports teams. Recognising that much remains to be done to change the laws which prevent women from making real progress, the report concludes that women are determined to play a major role and share in the history of their country.

24. Women must fight for their rights says unionist. The Herald, 22 April 1981.

The Administrative Secretary of the Commercial Workers' Union said Zimbabwe women must fight for their rights to combat oppression. She added that women should take the initiative to join the trade unions. She appealed to employers to hire more blacks and increase the rate of advancement of qualified African staff.

25. Drive to improve role of women. The Herald, 24 April 1981.

Speaking at a leadership course in Hatfield, Salisbury, Mrs. Dhongo said that the Ministry of Community Development and Women's Affairs would hire women as leaders for programmes to improve community services in an effort to increase their participation in those areas.

26. Stand up for your rights women urged. Sunday Mail, 26 April 1981.

During the Young Women's Christian Association (Y.W.C.A.) conference in Gwelo, the organisation's National President said women of Zimbabwe must fight all forms of sex discrimination "tooth and nail" to achieve their full potential. She called on all delegates to reaffirm women's right to equal status, urge institutions to offer women parity with men, work towards the right of women to self-determination with respect to health care, help liberate women from oppressive customs and reject human exploitation.

27. Spell out policy on women, says Sally. The Herald, 27 April 1981.

Speaking at the conference of the Young Women's Christian Association in Gwelo, Mrs. Mugabe said the capabilities of women in Zimbabwe were greatly underestimated, although they had demonstrated beyond doubt that they were as able as men. She noted that socialism encourages the emancipation of women, which it defines as equality of men and women before the law and in political and social systems. She concluded that education and literacy programmes must be stepped up to achieve full emancipation. She encouraged the formation of one united women's organisation as a platform for women to voice their grievances.

28. War disrupted family system. The Herald, 29 April 1981.

A report by the Bulawayo branch of the National Council of Women of Zimbabwe indicated the war had serious repercussions on the extended family, leaving many children with no particular allegiances. Children who migrated from rural to urban areas never went back and turned to vagrancy in towns. Additional problems were arising as a result of the break-up of the family system.

29. Women on study tour of Kenya. The Herald, 30 April 1981.

A small party of Zimbabwean women flew to Kenya on 29 April 1981 for a week-end education tour which included discussions with the Kenya Women's Organisation and visits to vocational training centres.

30. All women must help themselves. Sunday Mail, 3 May 1981.

Mr. Cephas Msipa, Deputy Minister of Manpower Planning and Development, spoke at a graduation ceremony at Ranche House College in Salisbury. Though the government's policy of fostering equal opportunity for the sexes could create the necessary climate for the advancement of women, actions in this regard would have to come from the women themselves: they had shown initiative during the liberation struggle when they had fought alongside men. The Government, he noted in conclusion, was taking deliberate steps to end sex discrimination.

31. Graduates addressed by Sally. The Herald, 9 May 1981.

Mrs. Sally Mugabe, wife of the Prime Minister, urged graduates of a leadership course organised by the Zimbabwe African National Union (ZANU) of the Patriotic Front (PF) to teach Zimbabwe's two million illiterate women to read and write. She also appealed to them to avoid tribalism and to collaborate.

32. Women's rights. The Herald, 13 May 1981.

The editorial discusses the progress Zimbabwe has made in improving the status of women but recognises that the position of women as defined under customary law must be changed. Other issues in the editorial cover the contradictions between the situation of rural and urban women, the need to re-examine customs such as property rights for widows and finally, a basic requirement, equality between the sexes at work. The conclusion implies that "legal disabilities should not inhibit the freedom and basic rights of women any more than they do of men".

33. Take us off white roll say Coloureds. The Herald, 19 May 1981.

In a meeting addressed by the Deputy Minister of Community Development and Women's Affairs at Arcadia Community Centre in Salisbury, coloured women who were community leaders urged the Government to remove Coloureds from the white voter rolls.

34. State looks at women's rights plan. The Herald, 3 June 1981.

At a press conference held in Harare on her return from the Havana Conference on the role of women in development in non-aligned nations, the Deputy Minister of Community Development and Women's Affairs said the possibility of introducing a family code to protect the rights of Zimbabwean women was currently being studied, and that legislation had been introduced to ensure that women obtained their rights.

35. Ministry 'not a front for sex war'. The Herald, 17 June 1981

At a meeting between ministry officials and representatives of Matabeleland women's organisations, Mrs. Nhongo said the Ministry of Women's Affairs was not a battleground between the sexes: its concerns were to cut across partly politics as well as tribal and sex barriers. At the same meeting Lieutenant General Masuku, who was helping women to make contact with the ministry, expressed particular concern about means for assisting demobilised women and operating rehabilitation programmes.

36. African women will shed 'minor' status. The Herald 18 August 1981.

Mrs Jokonya, Director of Development and Employment in the Ministry of Community Development and Women's Affairs, said at Nyatsima College that African customary law is to be repealed so that African women will no longer be minors. Addressing a conference on Women in Development, at the National Federation of Women's Institutes of Zimbabwe, she noted that women, who form the majority of the population, suffer from this law; annulling it would help them to become more involved in the development of the country. The participation of women and the removal of sexual discrimination were encouraged by the current government.

37. Reach out to rural folk, institutes told. The Herald, 19 August 1981.

The Homecraft Secretary of the National Federation of Women's Institutes of Zimbabwe reported that Zimbabwe women welcomed the establishment of the department of nutrituion in the Ministry of Health. Speaking at a three-day conference at Nyatsima College, she said the role of the institute should be to reach rural women and teach them the homecraft and hygiene skills they need to become self-sufficient. She encouraged increase in membership of the National Council of Women.

38. Rural boost is vital, says Mayor. The Herald, 22 August 1981.

Opening the annual National Council of Women's Conference, the Mayor of Salisbury said rural development and the role of rural women in society were important considerations. He was pleased the council was looking for means to improve market conditions for the homecraft industry.

39. Women must be confident. The Herald, 25 August 1981.

The international president of the International Council of Women, D.M. Dell, spoke on the last day of the National Council of Women's Conference in Salisbury. Women should be encouraged to have confidence in themselves and take part in decision making. She praised work done by the council in aid of rural development and encouraged increased educational and literacy programmes for women.

40. Trust member tells women do your bit. Sunday Mail, 30 August 1981

In an interview in Salisbury, a member of the Mass Media Trust, Miss Mapondera, said Zimbabwean women of all races and ages should unite in supporting the Ministry of Community Development and Women's Affairs and the nation. The ministry's task was not easy, and women should forget political differences and unite to help the young organisation succeed.

41. Don't spurn the masses, women told. The Herald, 3 September 1981.

The Minister of Community Development and Women's Affairs opened the regional conference of the Zimbabwe Association of University Women in Salisbury with the comment that eradication of poverty should form the basis for Zimbabwe's development, an objective the government was trying to achieve by meeting the basic needs of the entire population. University education, she noted, should make people identify with the masses. Thus her ministry was attempting to educate women and change their status through legislation.

42. All parties join in 'praise' for Women Ministry. The Herald, 4 September 1981.

During a National Assembly meeting all members of both sides of the assembly stressed the important role to be played by the Ministry of Community Development and Women's Affairs in the overall development of Zimbabwe.

43. Prejudice must end, says Kamba. The Herald, 8 September 1981.

At the Regional Conference for University Women, Professor Walter Kamba, Principal of the University of Zimbabwe, stressed that Zimbabwe must be "colour and sex blind" in order to succeed in offering its population full educational and career opportunities.

44. A helping hand for developing nations. The Herald, 8 September 1981.

A former branch president of the International Federation of University Women (IFUW) in the United States of America praised the opening of an IFUW branch in Zimbabwe. A voluntary organisation which is funded by members contributions, IFUW encourages university women to initiate and manage development and research projects and directly supports national and international programmes in the field of education.

45. Media women launch merger. Sunday Mail, 11 October 1981.

Zimbabwe was to host the establishment of the Federation of African Media Women (FAMW), a merger of the Francophone and Anglophone Federations of Media Women. One of FAMW's activities would be to offer scholarships to women for in-depth media studies.

46. Probe exploitation, says unionist. Sunday Mail, 11 October 1981.

Mrs. Florence Chitauro of the women's section of the Congress of Trade Unions called for an inquiry to investigate allegations that high-ranking men demand sexual favours of women in exchange for jobs and/or promotions. The Minister of Labour had earlier dismissed the allegations as unfounded sensationalism.

47. Nhiwatiwa calls for women's solidarity. The Herald, 17 October 1981.

The Deputy Minister of Community Development and Women's Affairs called for unity among Zimbabwean women. She praised the unity which is apparent in clubs and organisations, saying this could consolidate families and the nation, and advised women more substantially to extend their services to rural areas.

48. Women in search of participation. Sunday Mail, 1 November 1981.

After a two-week service workshop held in Marandellas for African women feature writers, delegates adopted recommendations concerning the role of women in health, education, and the mass media. Participants included representatives of nine African countries and aid agencies. Media women were urged to use their skills to spread information, especially on subjects including literacy and education schemes. Closing the workshop, the Deputy Minister of Information and Tourism called for all women to put the resolutions into practice.

49. We learned a lot at conference, says Mrs. Mhongo. Sunday Mail, 15 November 1981.

A delegation from the Ministry of Community Development and Women's Affairs visited Eastern Europe and commented on the experience. In the Soviet Union, which organises crèches for working mothers, the status of women in the family is considered important. The theme of the Prague World Conference of Women were equality, national independence and peace; in Bulgaria, the Zimbabwe delegation attended a meeting on women in industrial development. A major lesson gained during the trip was to see women easily entering professions which, in Zimbabwe, are dominated by men.

50. Keep to cultural identity, Chitepo urges women. The Herald, 8 December 1981.

The Deputy Minister of Information and Tourism says the struggle to eliminate the socio-political obstacles that stand in the way of progress for women does not mean that Africans should abandon their cultural identity. There is a need for unity among women and cooperation with women's organisations in other countries; the Deputy Minister hoped the Zimbabwe National Women's Organisation, formed in September 1980, would help women to unite and achieve their ambitions.

51. Scholarships to boost education. The Herald, 16 December 1981.

The article informs all girls aspiring to enrol at University that the Zimbabwe Association of University Women annually awards scholarships to girls to enable them to complete their secondary education.

52. Women join world fight for equality. Sunday Mail, 20 December 1981.

Reports prepared by the Deputy Minister and Director of Legal Affairs at the Ministry of Community Development and Women's Affairs cite examples of legislation submitted to establish equality for women. The proposals include a revamped Age of Majority Bill for African women and laws affecting divorce, inheritance of property, child custody and customary marriage. If passed, the legislation could help to ban discrimination on the basis of sex and encourage more effective participation of women in the development of the country.

53. Women looking to 1982 with eagerness. The Herald, 1 January 1982.

The report examines 1981 achievements in the struggle for equal rights for women. A promise that became reality was the formation of a Ministry of Community Development and Women's Affairs; its objectives are to review sexually discriminatory laws; to help pass legislation to guarantee equality between the sexes; advance the cause of women in all aspects of their lives; to work in close cooperation with women's organisations and to encourage full participation of women in the country's political, social and economic development. The report also reveals that the Riddel Commission of Inquiry into incomes, prices and conditions of service uncovered cases of sexual discrimination.

54. Latham, Jim. Women's lib blessing or curse in Zimbabwe. The Herald, 28 January 1982.

The effects of customary law and the legacies of the colonial administration must be discarded in the establishment of a truly egalitarian society. The author cites examples including the African Marriages Act, a colonial ruling that still gives women minority status today, and comments on the influence of culture on movements to liberate women. Lobola, or bridewealth, is defined as a measurable device that helps society to estimate the otherwise priceless value of a woman's child-bearing ability. It is a transaction that underlines lineage and enhances women's place in society. The article concludes that plans for liberating women must be drawn up within a spirit of caution and wisdom.

55. Listen to the nation's rural women says report. The Herald, 1 February 1982.

A report by the Zimbabwe Women's Bureau on a survey conducted in rural areas recommends that the country's policies and programmes reflect the aspirations of rural women. The survey reached 3,600 women who, recognising the heavy burden they carry, demanded better economic status, equal rights to land, parity in agricultural production, creation of income-generating activities and access to transport and marketing facilities so as to

participate fully in the economy of Zimbabwe. The recommendations contained in the report stipulate a necessity to facilitate access to information, to implement measures that support women's stated needs, to redress lack of education, to improve health, to promote participation of women in the decision-making process, and to define a new legal status. The report would hopefully encourage more debate on women's problems.

56. Why did we fight if inequality remains ? The Herald, 5 February 1982.

A woman member of Parliament, Mrs. Julia Zvobgo, called in Parliament for the annulment of laws which discriminate against women. She cited official recognition of foreign husbands as citizens as being one of the necessary new laws.

57. Mutandwa Andrew. Women must lead the battle for equality of the sexes. The Herald, 17 February 1982.

The article contends that the fight for equality and for a better status in society may fail because women seem resigned to accept the shackles fastened on them by traditional as well as modern laws. The nature of male dominated society is identified. Although the Ministry of Community Development and Women's Affairs deserves praise, it still has to convince men and women that they need equal opportunity at all levels. Responsibility for change, however, lies with women.

58. Zimbabwe ahead in women's decade. Sunday Mail, 7 March 1982.

The article commemorates International Women's Day on 8 March and assesses the success of the women's struggle in Zimbabwe. The author questions whether other governments will have achieved much by 1985.

Criticism of the Ministry of Community Development and Women's Affairs is described as biased and based on preservation of out-of-date cultures. Instead, the Ministry is viewed as a positive step towards changing the status of women. The author sees a greater probability now than before for women to obtain equal status and participate in development at top levels. The article also comments on a recently released survey of Zimbabwe, which indicated that women were demanding changes in position and status.

59. Development hinges on woman's advance. The Herald, 9 March 1982.

Mrs. V. Chitepo, Minister of Natural Resources and Tourism said at an International Women's Day celebration that equality and freedom for all women will not arise from economic development alone. Zimbabwe women need to be united and should be given opportunities to participate in decision making. Furthermore, inequitable practices which relegate women to limited traditional roles should be abrogated.

60. Laws alone won't liberate women, Nhongo tells 200. The Herald, 9 March 1982.

In an address marking International Women's Day, the Minister of Community Development and Women's Affairs said women shouldn't rely on legislation alone to alter discriminatory practices but must effect change themselves: sharing experiences with other women could help to achieve this end. To prove effective new legislation had to be coupled with changes in attitudes among both men and women. The ministry was determined to continue in its work to reduce existing inequalities between the sexes.

61. Talking point: women's lib... how far should it really go. Sunday Mail, 14 March 82.

In a letter to the editor Lady Robinson accepts the concept of equal rights, but cautions against militant and vociferous rhetoric, adding that women must be free to choose their own form of protest. The author feels that women should retain one quality above all others -- femininity— but not to the extent of encouraging excesses of courtesy in men. While women do still have a role in the life and care of the family, the legal and traditional restraints which have held them back should be abolished.

62. Liberation of women gets top priority. The Herald, 18 March 1982.

Talking at a seminar on the situation of women in Zimbabwe, Mr. Robert Mugabe said the government would make a concerted effort to change the status of women during the three year transitional National Development Plan. The Prime Minister outlined the government's achievements, including the establishment of the Ministry of Community Development and Women's Affairs, literacy programmes and the enforcement of the International Labour Organisation's provisions on maternity leave. He also called on all women to join as equals with men during the first year of national transformation.

63. Politics 'must for party women'. The Herald, 29 March 1982.

The Deputy National Secretary for Women's Affairs ZANU (PF) said that the leadership qualities of women would be put to test in the provincial elections of the Women's League. She felt that women's leaders should speak up for all and demanded that women have a better status in the family home.

64. Experts to help mothers. The Herald, 5 April 1982.

The founding mother of the La Leche League spoke to Bulawayo league mothers and leader applicants, explaining that the league would work closely with the government in promoting breast feeding in Zimbabwe. Malnutrition, she noted, was common; one of the main causes of illness among babies is the incorrect use of formula milk.

65. How to be tough but charming. The Herald, 12 May 1982.

Mrs. Trudy Buck was awarded the Most Outstanding Business Woman of the Year Award by the National Federation of Business and Professional Women of Zimbabwe. She has been able to create and successfully manage a company that has a national reputation.

66. Women must unite, First Lady says. The Herald, 21 May 1982.

The National Federation of Women's Institutes in Zimbabwe held a forum for women to discuss means for maintaining mental and physical health and for coping with the pressures and tragedies of life. Of particular concern was assistance by organisations to women suffering from the pressures of urbanisation. At the meeting, Mrs. Banana urged black women to join organisations which encourage group discussions of problems.

67. Permission to marry will still be needed. The Herald, 18 June 1982.

In view of other existing laws, the proposed Legal Age of Majority Act will not enable black women to marry without the consent of a father or guardian, noted a spokesman for the Ministry of Community Development and Women's Affairs.

68. 'Hard work the only way to prosperity.' The Herald, 28 June 1982.

People should spend less time in bars and work harder, and women should assist their husbands by participating in self-help projects. The Minister of Community Development and Women's Affairs made these comments at a Women's League rally in Chegutu, where she also discussed the benefits of harmonious marriages and unity and the need to establish organisations where appropriate. She described lobola as a permanent and accepted custom in Zimbabwe, a country which must protect its traditions with dignity.

69. Harare host to women's conference. The Herald, 7 August 1982.

An international conference on the needs and problems of women in Zimbabwe would be held in Harare from 16 to 18 August. It would examine topics such as primary health care, family relationships, appropriate technologies, economic self-sufficiency, literacy and the legal status of the African woman, said a spokesman for the United Methodist Church of Zimbabwe.

70. Self-sufficiency for all W.I. (Women's Institutes) aim. Sunday Mail, 8 August 1982.

The National Federation of Women's Institutes of Zimbabwe and other organisations give all women a clear message: self-sufficiency can help them to care properly for their families. The national federation has nine full-time regional Women's Institute demonstrators who travel throughout the country by bus. Their job is to promote instruction in craftwork, knitting, sewing, cooking, hygiene and farming methods. They are also responsible for developing income-generating projects for women.

71. People and living: women on war on illiteracy. The Herald, 24 August 1982.

The Zimbabwe branch of the National Federation of Business and Professional Women (NFBPW) embarked on a country-wide adult literacy drive reaching participants through clubs and associate federations. In view of the need for additional projects of this nature, the NFBPW intended to sponsor and train adult literacy teachers from each club, said its President.

72. Faul, Michelle, With women in mind the widows. Sunday Mail, 29 August 1982.

A report on letters submitted by readers on the subject of inheritance indicates that laws and attitudes must be re-examined to protect widows and their children from avaricious relatives. The government, through its Ministry of Community Development and Women's Affairs, is asked to initiate necessary changes.

73. Fight for women's rights, says Nhongo. The Herald, 28 September 1982.

An address to women workers at post and telecommunications offices in Harare by the Minister of Community Development and Women's Affairs urged women in Zimbabwe to convince society that their professional capabilities equalled those of men. The Minister also stressed that existing social, cultural and legal barriers must be torn down in order to instil in women the confidence required for their participation in national development. Another subject in the address discussed the need for women to join trade unions and support the economic interests of members.

74. Educate both sides. The Herald, 29 September 1982.

The struggle of women to obtain their rights is justified, according to the editorial, but it should not become hollow rhetoric: instead, a credible programme of action should be drawn up to educate both men and women and convince them of equality between the sexes. Deeds and achievements of women could demonstrate that the presumed superiority of men is unjustified.

75. Fighting for equality and justice in a socialist country, but it's a battle. The Herald, 1 October 1982.

The article illustrates how the role of women has evolved throughout Zimbabwe's history. In pre-colonial days, women had a defined place in the country's development: they were active in politics and productive in agricultural areas. The advent of colonialism brought the domination of women in farms and industry by their masters and resulted in a decline in female participation in the productive sectors of the economy. By joining in the struggle for liberation, women forced the issue of women's liberation which has now become a reality. Women, however, continue to face serious obstacles and in particular, old fashioned traditions. They continue to require training and education in the socialist environment to gain full emancipation.

76. D.B.M. talking point: dual standards litter women's rights arena. Sunday Mail, 3 October 1982.

The author identifies a major obstacle for the women's rights movement in Zimbabwe as the propaganda which supports oppressive cultural ideas and practices and dictates the behaviours, feelings, thoughts and responses of women, thereby denying them the right to contemplate emancipation. Leaders of campaigns for women's rights should fight this form of propaganda: oppressive cultural practices cannot be justified on the grounds that they represent tradition. There should, instead, be a recognition by society that culture is not static, that the ideas, attitudes and practices which now stand in the way of full emancipation of women deserve re-examination. Finally, though their cause reflects a universal quest for basic rights, women must realise that they alone can change their situation.

77. 'Talk of women's rights not enough'. The Herald, 8 October 1982.

Opening the second African Woman Workers' Conference in Harare on 7 October 1982, the Minister of Labour and Social Services said public pronouncements alone were not enough to win the struggle for equal rights for women. The Minister encouraged employers to establish creches at places of work to ensure that both the employment and family responsibilities of women remained protected.

78. Woman of the world unite. The Herald, 15 October 1982.

A visit from a delegation of the Mozambique Organization of Women prompted the Minister of Community Development and Women's Affairs to encourage unity and collaboration among women of different nationalities in an effort to enhance the status of women in various countries. A practical suggestion, in addition to exchange of ideas, was to examine successful measures adopted by individual countries to see if they might be successfully replicated for the benefit of women in other nations.

79. Goto, Gono. The rights and wrongs for women. Sunday Mail, 17 October 1982.

The author criticises the Sunday Mail's article of 3 October 1982, "Talking point: dual standards litter women's rights arena" on the grounds that it is too general, particularly its comments on propaganda techniques used by the media. Furthermore it makes no mention of substantive problems affecting women, such as job discrimination, unequal educational opportunities and restrictive African customs.

On the subject of marriage, Gono Goto contends that complaints of oppression are unwarranted for two reasons: first, couples freely choose to marry; and secondly, the system of division of labour that exists within individual African households insures that responsibilities are shared by couples. He disagrees with the liberated woman's bleak portrayal of marriage, finding instead that most marriages are happy. He also outlines the differences between patriarchal and matriarchal societies, noting why men are responsible for major decisions in the former.

80. Harare is venue for women's role talks. The Herald, 27 October 1982.

The report announces a forthcoming conference for Southern Africa Women to be held in Harare. Organised by the African-American Institute in co-operation with the Ministry of Community Development and Women's Affairs and primarily aimed at SADCC member states, the conference would be a forum to discuss the role of women in Southern Africa and its cultural, economic and political implications.

81. Encourage women, advise Chinese. The Herald, 28 October 1982.

According to the leader of the All China Women's Federation delegation to Zimbabwe, women must participate in the social activities of the country. Visits to training centres and clubs proved that while women were eager to learn, better organisation was required to integrate them into national development programmes. This was particularly true in the case of women involved in unpaid voluntary jobs. The leader of the delegation concluded by encouraging closer co-operation between the two countries.

82. New law 'little help to women'. The Herald, 17 November 1982.

Mrs. Joan May, a senior research fellow at the University of Zimbabwe, pointed out that the Legal Age of Majority Act, due to come into effect on 10 December 1982, would have little meaning to the majority of Zimbabwean women unless other discriminatory laws were abolished, particularly the customary and statute laws governing marriages and economic rights.

83. Fight for a fair deal, Mugabe tells women. The Herald, 17 November 1982.

Opening the Southern African Women's Conference in Harare, the Prime Minister found that governments should support measures to advance the cause of women, even if these implied radical changes in traditional customs. In Zimbabwe, the government intended to enforce legislation to eliminate all forms of sex discrimination; women, however, would be expected to join in the struggle and take more action than they had done in the past.

84. Ministry to push jobs for women. The Herald, 17 November 1982.

Talking at the Southern Africa Women's Conference, the Minister of Community Development and Women's Affairs said her Ministry would propose a quota system to allocate jobs for women in the public and private sectors and places in schools and colleges. This would complement other legal actions and education campaigns aimed at the total emancipation of wome..

85. Time to free women to play their part to the full. The Herald, 18 November 1982.

Commenting on the Prime Minister's statement at the opening of the Southern Africa Women's Conference, Lynda Loxton said women had yet to fulfil their role in the economy and in policy making. Although much had been accomplished in Zimbabwe to upgrade their lives, major efforts were still required to provide equal opportunities to women as a whole. A survey

on views expressed by professional women offered suggestions including introduction of a quota system to guarantee jobs for women; changes in discriminatory tax laws to open high-paying jobs to them, extension of full land rights and easy credit facilities, elimination of discriminatory subjects from school curricula; commitment by every ministry to achieve equality for women; increase in their involvement as wage earners so as to diversify their skills; broadening of educational and professional opportunities; and encouragement for women to have confidence in their capabilities.

86. Act, and talk less. The Herald, 18 November 1982.

The editorial identifies drawbacks to the advancement of African women in social, economic and political spheres and finds their roots in traditional attitudes that for years have demeaned women. The Government of Zimbabwe is said to have indicated strong support for the women's cause but disapproval of "loud mouthings" which attracted more publicity than did more concrete efforts to establish equality between the sexes. The editorial also comes out against the proposed professional and educational quota system favouring women on the grounds that it would uphold the myth of women's inferiority to men by giving the former preferential treatment. The editorial concedes, however, that women should receive training as they represent a potential force in the development of the country.

87. Women's Conference promises to review laws unfair to women. The Herald, 19 November 1982.

In an address to the Southern Africa Women's Conference, the Minister of Legal and Parliamentary Affairs described government actions to review specific laws that are unfair to women including the African Marriages Act, the Guardianship of Minors Act, the Deceased Estates Act, the Income Tax Act and the African Wills Act. The Minister hoped SADCC would be used as a forum to discuss aspects of customary law in other countries of the region.

88. Women upset by Herald comment. The Herald, 20 November 1982.

Delegates to the Southern Africa Women's Conference reacted angrily to an editorial criticising the proposed establishment of a job-quota system for women. They denounced the editorial's "derogatory and contumptuous tone" and argued that they were not expected to compete with men on equal terms since"... due to cultural and colonial constraints, women are not starting on an equal footing with the men and so how are they expected to compete with men on equal terms when these imbalances exist". The creation of the Ministry of Community Development and Women's Affairs and its Minister's proposal were described as extensions of the principle of advancement of women in Africa.

89. Work together for rights women told. The Herald, 20 November 1982.

At the Southern Africa Women's Conference, the Prime Minister's wife noted that men should not use culture as an excuse to deny women their rights. The fight for equal rights did not seek to dominate men but rather to establish an equal partnership. The Secretary for Manpower Planning and Development

said that survey findings indicated the unfairness of the role of women in the economy, a situation that needed to be remedied.

90. Statistics on 'idle' women misleading, congress told. The Herald, 23 November 1982.

During the opening session of a congress on women's participation in trade unions, an officer of the Ministry of Community Development and Women's Affairs warned against misleading statements about the participation of women in the labour force. Although women do form 51 per cent of the country's population, they represented just 6 per cent of paid labour. This did not imply, however, that they were economically inactive -- most of their work was unpaid and, therefore, neither quantified nor given economic value. Trade unions were encouraged to accept women in senior positions and to educate men about the position of women.

91. Zimbabwe was an 'inspiration' for Mrs. Tutu. The Herald, 23 November 1982.

The visiting Secretary-General of the South African Council of Churches, Mrs. Tutu, noted that achievements of women in Zimbabwe were a source of inspiration to her. Talking at the Southern Africa Women's Conference, she said she was impressed by the "tremendous amount of work made by Zimbabwean women in national development efforts". She intended to apply the experience in managing a project for domestic workers in Johannesburg.

92. Goto, Gono. Job reservation just won't work. Sunday Mail, 28 November 1982.

The author disagrees with the proposed job-quota system for women, arguing that the country cannot wait until a sufficient number of women have completed training to fill vacant jobs. In his view, the main problems of Zimbabwean women do not stem from a scarcity of jobs but rather from the absence of educational opportunities during the colonial years. He believes that the grim portrayal of the situation of women is exaggerated, finding instead that women in Zimbabwe are not all that ill-treated.

93. Women in law. The Herald, 13 December 1982.

The editorial favours the new Legal Age of Majority Act which effectively lowers the official adult age to 18. It questions, however, whether 18-year-olds have the maturity and sense of responsibility required to observe the law. It also notes that the act will probably have no effect on the African Marriages Act, meaning that 18-year-olds who make a civil marriage contract will still need parental guidance in matters such as roora 2/. A conclusion, therefore, is that while the new legal age act may appear to be a positive move towards reform, it does not entirely resolve women's rights issues facing the government.

2/ Roora is the Shona word for bride price, while Lobola is an Ndebele term.

94. 'Customary law overrides age act'. The Herald, 13 December 1982.

The authors, who are not named, offer their comments on the new Legal Age of Majority Act and denounce the sexist manner in which it was praised. Their criticism is that since it leaves the African Marriage Act vitually unchanged, black women will remain minors for legal purposes, and customary law will still apply in cases of marriage. The authors question a number of implications of the new act, including its effect in the areas of divorce, inheritance, property and custody of children and request resolution of its ambiguity in terms of laws governing black marriages. In view of the social and economic factors that determine the degree of independence of an individual, the new act's probabilities for success are moderate, though it might help middle class Africans to override customary law. The article concludes that the Legal Age of Majority Act will not truly change the position of the disadvantaged black woman.

95. Legal age act attacked as 'corrupting and unafrican'. The Herald, 14 December 1982.

According to a survey by the Herald, the Legal Age of Majority Act was seen as 'corrupting and unafrican'. Interviewees disapproved in particular of girls becoming adults in their own rights at the age of 18. Most fathers considered the age too young and felt that a girl still needed consent and guidance from her parents.

96. Silk, Heather. People and living: The Herald, 31 December 1982.

The report analyses the Legal Age of Majority Act which confers adult status on men and women over the age of eighteen and, for the first time, recognises black women as adults. The author cautions that the legal system will require further revisions in order for the new act to be effective.

An earlier report by the Ministry of Community Development and Women's Affairs is discussed, in particular its assertion that the combination of women's traditional status as a subordinate and their situation in the racially segregated colonial system turned black women into one of the world's most exploited groups. Finally, the article repeats the warning expressed by the Minister of Women's Affairs that women not pin all their hopes for change on legislation alone.

II. WOMEN IN ZIMBABWE: AN OVERVIEW

97. Bourdillon, M.F.C. The Shona Peoples. Gwelo, Mambo Press, 1976. pp. 47-53.

The chapter discusses the position of Shona women in the past and today, arguing against the misconception that they had little or no status in traditional societies. The African woman acquired status through payment of bridewealth and by acting as provider for her family. In some cases, abilities as spiritual mediums contrived to put women in positions of authority as well.

In modern society, women derive their standing from residence in urban areas and as participants in the monetary economy. In some cases, however, urbanisation has lessened the position of women in their communities; in others, women have not benefited from the cash economy.

98. Holleman, J.F. The Shona customary law. New York, Oxford University Press, 1952.

The book provides a thorough examination of the position of African women in traditional societies from legal and anthropological perspectives.

99. United Nations. Economic Commission for Africa. African Research and Training Centre for Women. A socio-economic overview: Zimbabwe women. Addis Ababa, 1982. 48 pp. (Research Series ST/ECA/ATRCW/81/10)

Using information from the academic report "Women in Town" (which appears in this bibliography), the study, prepared by Oliva N. Muchena, attempts to communicate research findings in a language that is familiar to the general public. The illustrations by Hassam Musa depict various inequities suffered by women and add to the easy reading.

100. United Nations. UNESCO. Women and racial discrimination in Rhodesia. By A.K.H. Weinrich. Paris, 1979. 143 pp. map.

The author examines the impact of social and economic structures in colonial Rhodesia on the traditional roles of black women. The study, which applies a Marxist approach to sociological analysis, looks at the family structure, bridewealth, the legal position of women and economic factors. It also offers projections and recommendations for the possible evolution of particular aspects of the lives of women in a socialist Zimbabwe.

101. Zimbabwe Ministry of Community Development and Women's Affairs and UNICEF. Report on the situation of women in Zimbabwe. Salisbury, February 1982. 158 pp.

The study, which presents an overview of the situation of women in the traditional, colonial and modern periods of Zimbabwe's history, is the report of a nationwide survey undertaken to assess the needs of women. Written for the government and other interested organisations as a tool for policy and programme planning, it examines constraints to participation of

women in economic and public affairs activities and defines social, educational, health care and family needs. The report contains appendices listing enumerator observations in various districts of the country as well as a map of Zimbabwe indicating the location of the survey.

The purpose of the survey was to generate baseline data on the perceived needs of women in all parts of the country with emphasis, however, on those in rural areas. Enumerators gathered information from three primary sources: women themselves and organisations and individuals who work in programmes for women. The assessment of needs was based on economic, social and legal criteria and on an examination of factors including employment of women in agriculture and in formal and informal sectors of the economy; social indicators such as health care and education services; and family responsibilities. The survey attempted to establish the linkages that exist between poverty on the one hand and poor health care services and lack of educational opportunities on the other.

A review of economic factors that influence the needs of women shows that in the agricultural sector current laws governing land rights, lack of inputs and time constraints limit the participation of women. In the modern sectors of the economy, the involvement of women is determined by racially biased hiring practices, conservative personnel management approaches of male employers and lack of education. The high taxes imposed on married women who hold jobs is a strong disincentive for employment. Work in the informal sectors of the economy is only viewed as a means to supplement the family income. The most readily-identified needs in the social services field are improved health care facilities and access to education. Women also have legal concerns: in particular they wish to see a modernisation of customs and practices which they now view as unfair, old-fashioned and not applicable in a rapidly changing society. The role of women in public affairs is essentially limited to those activities organised by clubs and groups; restrictions in this area are attributed to negative and domineering male attitudes, to the poor opinion women tend to have of themselves and to their lack of education.

The report concludes with suggestions for short and long term measures which, if implemented, would help to satisfy the needs of women.

III. SOCIO-ECONOMIC (RURAL)

102. Cheater, A.P. Idioms of articulation : socio-economic development in an African freehold farming area in Rhodesia. University of Natal, Department of African Studies. Durban. 1975. PhD dissertation.

Although the thesis is not limited in its scope to women, various aspects of their lives within the setting of freehold farming are discussed, in particular their position with regard to inheritance of farms.

A women has no legal right to inherit a farm: instead, the property is passed on to the eldest son of a first wife. This also occurs in monogamous marriages, but in these cases the heir usually recognises the moral right of a widow to her deceased husband's property. He might, therefore, put her in charge of farm management or allocate a portion of land for her own cultivation.

The author also discusses the role of clubs as a vehicle for changing the public image and standing of women. Illustrative examples include the actitities of the Women's Institutes and Women's Show committee; the latter eventually achieved integration with the men's Committee, but on the women's terms.

103. _____. Women and their participation in commercial agricultural production: the case of medium-scale freehold in Zimbabwe. Development and Change, 12:3:349-377, 1981.

The article, based on a study of women in the Msengezi Purchase area, outlines the differences for women between participating in commercial agricultural production and contributing in traditional peasant systems. It discusses the impact of evolving modes of production on the activities of women workers, managers and owners of freehold land.

104. International Federation of University Women. Regional Meeting of Africa'81. (Report of meeting held at the University of Zimbabwe from 2 - 5 September 1981).

The report,a compilation of papers presented at the meeting,includes specific information on women in agriculture and on appropriate technology in Zimbabwe. It also reproduces Mrs. P. Mushaike's account of her progress from peasant cultivator to master farmer.

105. Muchena, Olivia N. Women, subsistence farming and extension services in the Tribal Trust Lands of Rhodesia. Cornell University, the Graduate School. Ithaca, New York, 1977, vii, 147 pp. (Masters' thesis)

Based on secondary data and her own personal experience, the author uses the concept of social visibility to discuss the role of women in subsistence production in Rhodesia. Particular attention is paid to pre-colonial and colonial extension services that were developed by men for men: the result was low visibility for women whose agricultural performance, without benefit of the services, lagged behind that of men.

106. _____. The changing position of African women in rural Zimbabwe. Zimbabwe Journal of Economics 1:1 C1. March 1979.

The article attempts further to refine the concept of social visibility by using indicators and examining roles of women in rural Zimbabwe.

107. Mujeni, A. Women and rural development: voices in the villages. University of Rhodesia, Institute of Adult Education. Salisbury, 1974. 15 pp. (A report to the Young Women's Christian Association Council of Rhodesia; mimeographed).

Presented as an exploratory investigation into the needs of rural African women in the Makoni Tribal Trust Land of Rhodesia, the report uses group interviews to establish that women rank access to land and to agricultural inputs as their highest priorities and not, as women's programmes have tended to emphasise, simple home-making skills.

108. United Nations. International Labour Organisation. Women's participation in the rural labour force in Zimbabwe. Lusaka, Zambia, November 1982 46 pp. (Working papers on the Southern African Team for Employment Promotion - SATEP).

The paper, prepared by Olivia N. Muchena, is based on a pilot study of three farming communities, the Mutoko Communal Area, the Umfurudzi Resettlement Scheme and the Nyafaru Development Cooperative. It examines the nature and extent of and constraints to women's work under three different land tenure systems. Fieldwork for the study took place during the first agricultural season following the war, at a time when problems of reconstruction and resettlement were common to all areas of the country.

109. Weinrich, A.K.H. African farmers in Rhodesia. London, Nairobi, Cape Town Oxford University Press, 1975 (?) 340 pp.

The book reviews Rhodesian Government policies in light of peasant agricultural needs and provides an analysis of African peasant farmers in Rhodesia. Access to land by women and their position as a source of labour in peasant cultivation are two of the topics of discussion . A subject index gives all references to women's issues appearing in the book.

IV. SOCIO-ECONOMIC (URBAN)

110. Chipunza, Effie S. The urban unmarried mother among the Shona. University of Rhodesia, School of Social Work. Salisbury, 1978. 51 pp. (senior paper)

Secondary data and interviews in the Highfield Social Welfare Office in Salisbury establish that parents of unwed mothers experience conflict between the traditional obligation to absorb their unmarried daughter and her child into the family and the economic realities this implies. While traditional societies are described as having had built-in mechanisms to prevent unwed motherhood as well as ways for dealing with the phenomenon when it did arise, contemporary communities are said to ostracise these women frequently. The author suggests corrective actions, namely an increase in economic provisions and improved counselling services for unwed mothers and underlines the need to emphasise preventive measures.

111. May, Joan. African women in urban employment. Gwelo, Mambo Press, 1979. 83 pp.

In a situational study of women at the industrial Imperial Tobacco estate in Salisbury, the author identifies need for money as the leading motivation for women to seek remunerative employment. The study examines sources of income for these women: some earn salaries through jobs on the estate, others work in the informal trading secotr. Another category returns to the Tribal Trust Lands, rural areas that were reserved for blacks before independence.

The study also lists the major constraints to employment of women: they include the overall employment situation, employer resistance, legal status as a minority, lack of education and high fertility rate. The author touches on other areas of employment and offers a general discussion on women and employment.

112. Muchena, O.N. Women in town: a socio-economic survey of African women in Highfield Township, Salisbury. Salisbury, Litho Services, 1980. (iii) 97 pp.

The report highlights the fact that the majority of African women who live in towns are wives and married or unmarried daughters: because very few of them are employed in the formal sector, they are highly dependent on men. In 1979, women represented only 6.3 per cent of the total population, black and white, working in the non-agricultural sector. Those who were employed suffered discrimination on many grounds: they earned lower salaries than men, were forced to resign when pregnant (this also applied to teachers and nurses) and had to contend with the negative attitudes of men towards working women. Some women sought to contribute to the household income through the informal sector, but this too had its drawbacks. Black women blamed their plight on the prevailing political situation under the Smith regime and had high expectations of a black government and the change it would bring to their situation.

113. Musara, Mercy. Socio-economic problems of female heads of households in an urban area of Rhodesia. University of Rhodesia, School of Social Work. Salisbury, 1978. 51 pp. (senior paper).

The thesis examines problems faced by women heads of household and focusses particularly on their employment opportunities, wages and legal status. Through case studies of fifteen women at the Harare Weaving Centre the author establishes that women become heads of household through widowhood, divorce, desertion or unmarried motherhood. These women experience severe economic difficulties because of limited job opportunities. The resultant poverty, social insecurity and loneliness lead a majority of them to prostitution. The author recommends that the legal status of women be changed and that financial provisions be made for women heads of households.

114. Tobaiwa, D.R. The impact of urbanisation on Rhodesian African prostitution: a Gwelo case study. University of Rhodesia, School of Social Work, Salisbury, 1977. 47 pp. (senior paper)

The thesis discusses the position of African women and describes sexual customs and mores in traditional society, constrasting them with the contemporary urban situation. The author uses information obtained in interviews with women who frequent three main prostitution centres in Gwelo (Gweru) to show how the function of the extended family as provider of either social security or sanctions is disappearing.

Respondents turn to prostitution for economic reasons: they need money to support children, to buy food and clothing and to supplement low wages. The author concludes, therefore, that women become prostitutes because established means for achieving legitimate goals are not available: limited opportunities for jobs is given as an example.

V. WOMEN AND THE LAW

115. Cheater, A.P. Fighting over property: the articulation of dominant and subordinate legal systems governing the inheritance of immovable property among blacks in Zimbabwe. Forthcoming in Africa.

The article looks at the ways in which laws pertaining to the inheritance of freehold land owned by blacks were administered by the Southern Rhodesia colonial authorities. Of particular relevance is the case study of a widow's claim, at the death of her husband, to a farm jointly bought by the deceased and herself; registered in the husband's name but managed by the wife while he was employed in urban areas, the farm was awarded to the deceased man's young brother who ceded it to his eldest son. The widow received a gratuity of approximately US$850.00 and moveable property in contravention to customary law.

This and other cases raise fundamental questions on legal pluralism in Zimbabwe. Cheater asks: "Will the choice of law in cases of black property inheritance continue to reproduce the relations of production associated with colonial capitalism?"

116. _____ Formal and informal rights to land in Zimbabwe's black freehold areas: a case study from Msengizi. Africa 52:3. pp. 77-91. 1982.

The article deals with the allocation of legally indivisible freehold farmland to relatives who are regarded by the central government as squatters. "Women have superseded the men as the majority recipients, although the acreages they fill have declined, both absolutely and relative to those cultivated by men. It seems that women are now (after the war of liberation) in a position to demand land in return for their labour, but that land owners have managed to confine their allocations to women to the minimum compatible with traditional expectations in some Shona-speaking areas". (from abstract).

117. Chizengeni, S. Customary law and family predicaments: a report on the application of customary law in a changing society and its effects on the family with special reference to women and children in Zimbabwe. University of Rhodesia, Centre for Applied Social Science. Salisbury, 1978. 78 pp. (C.A.S.S. Paper).

Partly based on the author's observations of participants in civil and traditional courts, the paper gives accounts of and analyses the difficulties faced by women through application of customary law in today's rapidly changing circumstances.

118. Gaidzanwa Ne Rudo, Barbra. Promised land: towards a land policy for Zimbabwe. Institute of Social Studies. The Hague, 1981. 153 pp. (Unpublished Master of Development studies thesis).

The thesis presents an historical analysis of land rights in Rhodesia; chapter 2 discusses the case of women. The author makes the important point that women had secondary usufructary rather than primary allocatory rights to land in spite of their primary role in agricultural production. Since women had no rights of allocation or disposition of land, the thesis concludes that ..." capital has legally and really exploited women and disposed of their rights in land on a primary basis in order to maintain the domestic relations that supported capital accumulation in Rhodesia."

119. May, Joan. Sociological aspects of the legal position of women in Zimbabwe Rhodesia. University of Zimbabwe. Salisbury, 1980. (M Phil. thesis).

The work deals with socio-legal aspects of the position of women in Zimbabwe, with particular reference to African women. Areas covered include the position of women in traditional society; the legal system and its relationship to women throughout the colonial era; and an account, with illustrative case histories of, how the application of customary law as interpreted by judicial officers affects women's lives. Areas needing change are identified: they include family law, age of majority, property rights of spouses, custody and guardianship of children and inheritance of property.

120. _____ The woman's guide to law through life. University of Zimbabwe, Centre for Applied Social Sciences. Salisbury, 1980.

This booklet offers women a guide to the laws and regulations governing marriage, birth, children, death and widowhood and documents the position of women in Zimbabwe.

121. Southern Rhodesia Commission on the inequalities or disabilities as between men and women, chaired by T.H.W. Beadle. 1956 report, pp. 11-45. In Miscellaneous Reports 1955 - 57. Salisbury, Government Printers. National Archives Reference G4 CSR 22 - 1956.

The commission of four whites, two men and two women, was requested by the National Council of Women to address the inequalities and disparities between white men and women. Occasional reference was made to what applied to the native. The commission reported that interest in its work was minimal.

VI. WOMEN'S ORGANISATIONS

122. Federation of Women's Institutes of Southern Rhodesia. Women's Institutes work for African women. Home and Country: The Journal of the Federation of Women's Institutes of Southern Rhodesia. Salisbury, 1:1, November 1952. National Archives ref. HO 52 pp. 2.

The article defines the aims of homecraft classes for African women as a move "to raise the African women's standard of living through instruction in childcare, household cleaning, washing and ironing, elementary hygiene, cooking, knitting and other domestic arts". It also advises white women on how to start a club and suggests programmes for African women.

123. _____. Basic syllabus for African women's homecraft clubs. Salisbury, 1952. National Archives 20914 GEN/FED P

The work, a detailed syllabus for African women's homecraft clubs, includes subjects such as how to start a club, nutrition and cookery, housewifery, mothercraft and needlework.

124. _____. What the woman citizen should know: the handbook of the Federation of Women's Institutes of Southern Rhodesia. Salisbury, 1946. 38 pp. NA 2425 GEN/FED

The Institutes'handbook, aimed at educating women in procedures, briefly narrates history, explains its constitution and includes explanatory notes and difinitions.

125. Makwati, Daniel. An investigation into the effectiveness of women's clubs in promoting adult education in Tshovani Township Chiredzi with special reference to learning of home economics skills. University of Zimbabwe Institute of Adult Education. Salisbury, 1981. 32 pp. (Unpublished dissertation for the diploma of adult education).

The paper notes that clubs could help to upgrade educational levels of members and raise the social standards of people, if there were greater participation in their activities by women with post-primary education. The re-organisation of clubs in Tshovani, for instance, ignored the existence of church women's clubs with national and international affiliations. A recommendation, therefore, is to improve club programme planning and co-ordination.

126. Marsh, Mrs John. Club women with ideas and enthusiasm. Home and Country, Salisbury, November 1953, p. 15. National Archives 8187 S Vol. I FE91

The article describes the Clover Culture Club of Mt Selinda Mission which was formed in 1896 by about ten white women, most of them Americans, for their own intellectual, spiritual and social satisfaction.

127. Msora, Bertha Sithembiso. Evaluation of the work of the Catholic women's clubs in rural areas in the archdiocese of Salisbury. Salisbury, 1978. Mimeo.

The evaluation, which covers thirteen years of operation of the Catholic women's clubs in rural areas, concludes with a chapter on findings and strategies that seem relevant to most women's organisations in the country.

128. Muchena, Olivia N. Women's organisations in Zimbabwe: an assessment of their needs, achievement and potential. University of Zimbabwe. Centre for Applied Social Sciences (C.A.S.S.). Salisbury, 1980. 34 pp.

In compiling a handbook on women's organisations existing in Zimbabwe in 1979, the year of the study, the author reaches two main conclusions: first, "women's organisations are not generally seen by respondents as providing sufficiently dynamic and relevant responses to the felt needs of women because their goals (mostly welfare objectives) do not meet the immediate economic and educational needs of women." The second conclusion is that the women who are most in need of self-help projects and programmes for quality of life improvement are not involved in group participation to any great extent, usually due to ignorance of existing resources."

To be published by the UCA/MTCU in the research series.

129. _____. Institutions and women in Southern Africa: strategies for change. The role of women. Harare, November 1982. (Background paper presented at the Conference on Women in Southern Africa organized by the African-American Institute at Nedlaw Training Centre, Harare, 16-19 November 1982.)

The study, presented as a discussion paper at the Conference on Women in Southern Africa, raises questions on a number of topics, such as the changes or progress women's organisations have brought to women's lives; the effect ideological orientations in given countries have in either helping or hindering the viability of organisations; the comparative merits establishing one all-embracing organisation as opposed to allowing a proliferation of many groups in a single country; and the effect of individual institutions as either positive or negative factors in promoting women's integration in development. These questions are summarily answered in the paper, which also offers strategies for turning women's organisations into effective pressure groups for change.

130. Muzorewa, Farai David. Through prayer to action: the Rukwadzano women of Rhodesia. T.O. Ranger and John Weller (eds), in the Christian history of Central Africa. London, Heinemann, 1975. pp. 256 - 268.

In this chapter, the author describes the history and activities of the Rukwadzano Rwe Vadzimai (RRV) the Mother's Union of the United Methodist Church in Rhodesia. A highly organised and rather puritanical group, its activities have broadened in scope from meeting solely for prayer and hymn singing to more practical concerns. In 1967, the RRV designated approximately US$4,600.00 of its savings for the establishment of a secondary school for girls. When the colonial government rejected the plan, the RRV donated the money to a domestic science programme at Sunnyside at Mutambara Mission, which was later to become a junior secondary school.

131. National Federation of Business and Professional Women of Rhodesia. Profiles of Rhodesia's Women. In association with Sarum Imprint (Pvt) Ltd., P.O.BOX 374, Salisbury, 1976. 176 pp.

The publication gives profiles of 92 white, 21 black, 2 Asian and 1 coloured women who are portrayed either for their professional achievements or for their contributions to women's organisations. It also provides a cross-section of typical organisations, most of them established for women. Rhodesia is depicted as unique in that it has more organisations per capita than any other country in the world. The Salisbury Publicity Association, which has a register of some 440 clubs, associations and charitable organisations in that city alone, is used as an example.

132. Salisbury Business and Professional Women's Clubs. Women at work in the federation: theme for 1958 - 59. Salisbury, 1959. National Archives ref. 16679 GEN/SAL Duplicated

The report contains findings of a survey conducted among women in various categories of employment; some of the questions discussed training requirements and job expectations in the Federation of Rhodesia and Nyasaland. Professional categories addressed in the survey through questionnaires or in talks at clubs included: federal government service, police force, banking, journalism, commerce, insurance and travel.

Private sector employers and employees were asked at the time to comment on rates or salaries for jobs and on the replacement, at a lower pay, of young white girls by African clerks.

On the first subject, the report indicates that white women were not overly concerned about the dissimilarity between rates paid to men and women, but did question the differences "... between people of vastly differing ethical and living standards."

On the second topic, female European employees feared exploitation by competition with cheap labour which, they stated, was often adequate only under supervision. Employers, on the other hand, felt they would prefer to replace young white girls with African clerks at a lower pay; one reason employers gave was that the "... girls are irresponsible and inadequately trained for their work". The report contains educative information, particularly in light of the employment sitation.

133. United Nations. International Labour Organisation. Employment and rural policies branch. Identification of successful projects for improving the employment conditions of rural women: the case of savings clubs in Zimbabwe. Geneva, 1982. (Research paper prepared for the Rural Employment Research Programme.)

The study, prepared for the ILO by Ruvimbo Chimedza, traces the origins and history of the Savings Development Movement (abbreviated as Savings Clubs) in Manicaland Province.

Membership totalled 100,000 in the country's estimated 4,000 clubs at the writing of the study and has grown at the rate of 1,500 a year since independence. Typically members are wives whose husbands are employed in urban areas and unmarried women who exercise some control over their labour, time and means of production. The leaders in the movement are women and, for the most part, heads of household.

Where do the women obtain the money they save? They are discouraged from asking their husbands for it; instead, they work for it in various jobs in the rual community. The benefits they derive from club membership include regular savings deposits (though the sums are usually small - on the average just a few cents), opportunities for co-operative labour in agricultural and other activities; and instruction in simple bookkeeping. The clubs also give women self-confidence.

The study offers several recommendations to improve operation of the clubs: government extension staff should be assigned to help with the rapid increase in numbers of clubs, the clubs should be granted official recognition by receiving co-operative status, and political and planning authorities should be made aware of the activities and potential of saving clubs.

VII. EDUCATION

134. Geraty, A.F. Evaluation of family planning educational programmes in Rhodesia. University of Rhodesia, Institute of Adult Education. Salisbury, 1973. 48 pp. (Research report No.1).

Problems encountered by the family planning programme include fear of infertility and diffidence in personal and public communications because of suspicion about the motives of the Family Planning Association of Rhodesia. The evaluation points to the need for combining family planning with maternal and child welfare services, re-educating field assistants, establishing training programmes for leaders and procuring mobile clinics.

135. _____. Population and family life education in African schools in Rhodesia. University of Rhodesia, Institute of Adult Education. Salisbury, 1977. (vii) 73 pp. (Research report No.3)

The report argues that population and family life education materials can be meaningful even at the primary school level. This is based on a growing awareness among school children that they represent an economic liability. However, traditional attitudes towards male and female roles in society, the tendency to view children as security for old age, high aspirations of academic education and other beliefs still persist. A potential solution is to expose pupils, especially girls, to population and family life issues using appropriate materials for different age groups. The author recommends that African education programmes become the priority in the national budget, that a non-directive approach be used in educating teachers and that a corps of population educators be trained within the Ministry of Education.

136. Gwanzura, Sr. Angeline. An assessment of the educational needs of the African sisters in Zimbabwe. University of Zimbabwe, Institute of Adult Education. Salisbury, 1981. V. 52 pp. (Diploma of Adult Education papaer.

The study, aimed at determining the number of religious sisters of the Roman Catholic Church in Zimbabwe requiring further education, finds that only 46 per cent completed the standard 6 or grade 7 level of formal education, a fact which is blamed on conservative parental attitudes. The establishment of educational programmes through study groups is recommended to upgrade the educational levels of sisters.

137. Muchena, Olivia N. Community organi ation: the role of the Young Women's Christian Association in Rhodesia. University of Edinburgh. Edinburgh. 1974. 127 pp. (Diploma of Adult Education paper).

The dissertation assesses three models of community organi ations (social planning, community development and social action) and reviews the potential role of the YWCA in non-formal civic and political education.

138. Mtero, Betty Flora. Women advisers in Rhodesia: a study of the role and training needs of women advisers in community development in rural areas of Rhodesia. University of Rhodesia. Salisbury, 1976. 141 pp. (Associateship of Adult Education project).

The study seeks to determine major problems faced by rural African women. It defines the role women advisers can have, lists the problems they face in their work and assesses their training needs. Among other things the author recommends that women be more involved in the activities of expanding markets, that more courses be organised at the local village level, that self-help programmes be encouraged and that basic education be provided to combat the harmful effects of tradition and superstition. To achieve this, women advisers need to acquire special skills and be in effective contact with organisations within and outside the community.

139. Pswarayi, Peter Munetsi. A survey of agricultural training needs and decision making patterns of women in Seke and Manicaland. University of Rhodesia, Institute of Adult Education. Salisbury, 1977. 97 pp. (senior paper).

The paper examines the position of women in agricultural programmes, finding conclusive evidence of their substantial influence on production. Women, an important group in the community, need to have attention focussed on them if improvements in agricultural production are to accelerate. The author finds that training programmes, a requirement for all aspects of of the agriculture sector, should be extended to women. An additional recommendation is for research to test the potential of incorporating extensive agricultural training into club programmes these organisations provide a setting in which women make independent decisions.

140. Rebbeck, Faith. An assessment of the present level of literacy and of the possible demand for literacy classes amongst the domestic servant population of Harandellas Town. University of Rhodesia. Salisbury, 1977. (Certificate of Adult Education paper).

The assessment reveals a high demand for literacy classes. Domestic workers are eager to acquire through education the ability to communicate easily. Recommendation is to increase literacy lessons for domestic servants.

141. United Nations. International Children's Fund. Inventory of training and research capabilities on women's interests and activities in institutions in the country. UNICEF, Harare, 1982. (i) 71 pp.

The study, prepared by Catherine Blankson, lists formal and non-formal institutions offering education and training to Zimbabwe women and carrying out research which is of interest to them. Critical observations on the lack of uniformity in para-professional training, poor evaluation procedures absence of systematic approach to training and the duplication of training programmes offered by different institutions lead the author to recommend the establishment of a resource centre that would make training materials and aids available to non-formal educational institutions.

VIII. HEALTH

142. MacDonald, D.S. A study of the acceptance of measles immunization by African mothers of pre-school children. University of Rhodesia. Salisbury, 1975. 82 pp. (Certificate of Adult Education paper)

The main reasons mothers in the Mbare Township of Harare did not have their children immunized were the low level of education among parents, the socio-economic status of families, religious influences, distance to clinics in rural areas and traditional beliefs and customs. To correct this the study recommends an increase in literacy courses for African mothers, programmes for clinic staff and education to heighten awareness of health problems.

143. Mudyariwa Dorothy Nancy. An investigation into why pregnant women do not attend clinics for antenatal care to identify areas of need in health education. University of Zimbabwe. Harare, 1982. iv. 34 pp. (Paper for the Diploma in Health Education).

According to the report, women do not attend clinics for antenatal care for a number of reasons, including ignorance about the importance and benefits of antenatal care, the distances between their homes and the clinics, their generally low socio-economic and educational levels, and their religious affilations. The author concludes that pre-natal education is needed, and that there are gaps in the knowledge mothers have about antenatal, neonatal and post-natal health care.

144. Zwangobani, L. Evaluation of nutrition education at Harare Nutrition Rehabilitation Centre. University of Rhodesia. Salisbury, 1979. (Unpublished Certificate of Adult Education paper).

The author examines a number of issues regarding the impact of learning on attendees at the Harare Nutrition Rehabilitation Centre and concludes that instruction does result in improved nutritional habits. The paper recommends the use of different approaches to teaching, the development of better teaching aids and the commitment of meaningful research to the subject of nutrition education.

IX. WOMEN AND POLITICS

145. Chimedza, Ruvimbo. Women and decision making: the case of district councils in Zimbabwe. Harare, 1983, (Background paper for the African American Institute Conference, "Women in Southern Africa: Strategies for Change", held at Nedlaw Training Centre, Harare from 2 - 5 November 1982).

The paper analyses the composition, functions and responsibilities of district councils, the local government bodies in rural areas, and concludes that these bodies are still colonial in orientation in spite of the changes brought to them. Although women comprise 75 per cent of the rural population their participation in the councils is insignificant. The author attributes this to the tendency of political parties to field candidates who favour men, a characteristic that is reflected at all levels, and to women's position in society which inhibits them from speaking out and taking up leadership positions. The recommendations are that district councils be restructured to become representative bodies reflecting the sexual composition of the rural populations; that women's education be promoted through scholarships and that women's achievements be publicly recognised by naming streets, roads, community centres and schools after those who have made outstanding contributions in their communities.

146. Miller, Barbara. Rhodesia's pioneer women. Rhodesia Calls. 94:11-15, November - December 1975. National Archives 3622 S Rh - 165

The article is an account of "daring white women early settlers".

147. Nhongo Teurai, Ropa. Women have total involvement in struggle. Zimbabwe News, May/June 1978.

Teurai Ropa Nhongo was the first Minister of Women's Affairs in Zimbabwe. This was her analysis of the role women played in the liberation of Zimbabwe.

148. Weiss, Ruth. Interview with Jane Ngwenya. Lusaka, Zambia, July 1978. Unpublished manuscript).

The interview describes the workings of the Women's Section of ZAPU in the days prior to the independence of Zimbabwe.

149. Zimbabwe African National Union. Women's Department. The role of Zimbabwean women in the liberation struggle. 1979. 7 pp. (Paper presented at the conference of Afro-Asian Peoples Solidarity Organisation, Lusaka, Zambia, April 1979).

The paper discusses the role of women in the independence movement in Zimbabwe prior to actual liberation. It has relevance to the future role of women in the country.

150. _____. Women's liberation in the Zimbabwe revolution: materials from ZANU Women's Seminar, Maputo, May 1980. San Francisco, John Brown Book Club (P.O.BOX 14433). (Pamphlet).

The reprint includes an important speech by Robert Mugabe on the role women played in ZANU in the struggle for an independent Zimbabwe. It also contains a useful interview with Naomi Nhiwatiwa, a ZANU women's activist.

X. WOMEN AND RELIGION

151. Buckley, Eileen Marian. The history of the mission work of the British Methodist Church in Rhodesia from 1890 to 1940s: with particular reference to the role of African ministers, evangelists and development of education and women's work. University of London, 1977. (Doctoral thesis). National Archives IF 477.

152. Kileff, Clive and Margaret Kileff. The Masowe Vapostori of Seke. The new religions of Africa. In Bennetta Jules-Rosette, ed., Norwood, New Jersey, Ablex Publishing Corporation, 1979. pp. 151-167.

The article shows how indigenous church traditions such as polygamy help to turn women into symbolic retainers of customs: this enforced converzion remains an essential defining theme of the church.

153. Jules-Rosette, Bennetta. Women as ceremonial leaders in an African church: the Apostolic Church of John Maranke. In Bennetta, Jules-Rosette ed., The new religions of Africa. Norwood, New Jersey, Ablex Publishing Corporation, 1979. pp. 127-144.

Women constitute the majority of rank and file membership in indigenous African churches but they are excluded from direct political decision-making. Their influence comes instead from spiritual and healing gifts: a few prophetesses hold mystical powers and are able to challenge decisions made by the all-male council of elders. Midwives, the healers in the community, and groups of women who arrange marriages also exert some degree of influence. Finally, women contribute through direct control of certain situations in the Apostolic Church of John Maranke.

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